

SKILLS MIGRATION EXERCISE OUTCOMES

CHANGE PERCEPTION		KEY CHALLENGES		EXAMPLES OF MIGRATIONS	
Workshops for operation teams	Invest in training local workforce	Carbon-emissions	Trust in Artificial Intelligence	Screening skills and skill gap of operators	Augmented reality supports maintenance tasks
Real user sharing their experience	Create alternative employment	Leverage technology	Cybersecurity	Supervisor/Analyst and production optimizer	Automated diagnostic and troubleshooting of instruments
Increase perception of university students	Be proactive, not reactive	Site safety	Access to suitable testbeds	Production drillers	Process instrumentation maintenance
Enabling energy efficiency (CO2 reduction, electrification)	Involve those that will be impacted as early as possible	Good change management	Cross-functional mine process	Truck driver, fleet operator, field worker, office worker, control room operator	Automated calibration & cleaning online analytical instruments
Automation champion	Transparency	Labor unions	Reliability	Asset availability	Paperless
Major miners to share experiences	Change how we compete	Attracting talent to mining	Segregation between AVs and non-AVs	Automated control system overseer	Electronic data transfer
Step by step roadmap	Articulate why automation increases employee safety	Improve visibility	Business cultures	CMS Scan	Traceability of data
Build a culture	Invest in levels 0-3 of automation	Clear communications	Data ownership	Autonomous drone scan	Catalytic convertors
Understand the limitations of products	Explain how automation will ensure business remains competitive and hence protect jobs	Reskilling	Governance and control on decision-making	Reduction of workers at site	Human-based maintenance act.
Address with community about new jobs require higher skill, pay and better work condition	Be clear on autonomous mining capabilities	Incentive short fall	Human-machine integration	Looking for new raw material	Location of mine
Open communication		Integration	Process change		Single machine operator